NRD San Francisco

Integrity Stand down – 2007

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STAY STRONG

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Sailor’s Creed

I am a United States Sailor.
I will support and defend the Constitution of the United States of America and I will obey the orders of those appointed over me.
I represent the fighting spirit of the Navy and those who have gone before me to defend freedom and democracy around the world.
I proudly serve my country's Navy combat team with Honor, Courage and Commitment.
I am committed to excellence and the fair treatment of all.

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Purpose

- **Familiarization with possible integrity issues**
- **Gain knowledge**
  - case study

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Potential Integrity Issues

- **Education**
  - **Falsification of documents**
  - **Credential laundering**
  - **Fail-to-Grads in DEP**
  - **EDSPEC shopping**
  - **School attendance**
  - **Initial Fitness Assessment**

Potential Integrity Issues (Cont.)

- **Sexual harassment**
- **Fraternization**
- **Drug and alcohol abuse**
- **Drug-related attrition**
- **Parental consent**
- **Applicant disclosures**
- **Testing procedures**
  - ASVAB, “Ringers”, Coaching

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Potential Integrity Issues (Cont.)

- Advising applicants to contact Congressional Rep
- Handling documents (references)
- Government vehicles
- Government credit cards/Travel claims
- OPE/Abuse
- Cell phones/Station telephones
- Race/Ethnicity coding

Potential Integrity Issues (Cont.)

- **Contact with judges or probation officers**
- **Recruiter promises**
- **Security of offices**
- **Goal vs. integrity (short cuts)**
  - Holding attrition
- **Accepting gifts**

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Potential Integrity Issues (Cont.)

- **DEP Management**
  - Storing DEPper items at your home
  - DEPper/Applicants at your home
  - DEPper conduct and dress in office

Case Study

- **A report has been received from CNRC IG alleging SR Physical did not do his Initial Fitness Assessment (IFA) prior to reporting to Boot Camp. The command is tasked to investigate the allegation.**
- **SR statement "I was in DEP for four months. While I was waiting to go to Boot Camp we would meet for DEP functions.**

continuation

- Sometimes we would do physical training, but I would make excuses not to do the training, and I would be excused. I knew I could do their training because I play on our school's football team. When I arrive to Boot Camp, they made us run, and I did not finish what was required. I commented that it has been a long time

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continuation

- Since I ran this hard. I was asked if I was tested before coming to Boot Camp. I said no. Then they showed me a document showing I did. I did recall my Recruiter asking me how many pushups and sit-ups I could do. I explained that on the day I supposedly completed my test, I was at my uncle's funeral.

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Po Recruiter Reply

- **Po Recruiter statement: Initially, he denied the allegation, but when the Page 13 was provided, Po Recruiter decided to make he following statement**
- **“SR Physical was shipping to Boot Camp. The documentation certifying he completed the IFA was needed. I knew he was in sports at his school, so I did not**

continuation

- Think he would have a problem with the training. I did ask him how he would have done and wrote it down. He was not coerced, and he readily gave me the scores. I was up against the clock and decided to take a “shortcut” to complete the form. I regret what I did.

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Findings/Allegations

- **IFA being completed, when in fact the DEPper did not.**
- **R-tools clearly states IFA was conducted, when in fact it was not.**
- **IFA signed by the chain of command, all the way up to the Captain.**
- **DEPper statement saying he didn't do it**

Investigator recommendations

- **Based on R-tools records, Residual files, Po Recruiter admitting guilt, Depper statement at Boot Camp, investigator finds enough evidence to a violation of COMNACRUITINST 1130.**

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NRD SF AEPIs

- **In our own backyard**
  - FY 04
    - 9 cases
    - 2 substantiated
  - FY 05
    - 6 cases
    - 1 substantiated
  - FY 06
    - 0 cases
    - 0 Substantiated
- **Impact**
  - Lost man hours
  - Advancement and awards

Document in R-Tools

Zero Tolerance

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CNRC Inspector General (IG) Newsletter excerpt from CAPT Downs:

- **Recruiting is different from any other business. Your trust and confidence is the cornerstone of our success. When you, the recruiter, speak, your words are the Navy's words. Your actions are the Navy's actions in the eyes of the public. To avoid misrepresenting the Navy, you must make yourself familiar with and understand the policy. For this reason, it is paramount that you do the "right thing", both for the Navy, yourself, and our future shipmates. Be truthful in your dealings with applicants and their parents. Don't place your careers in jeopardy by resorting to questionable practices just to meet your goal. If you are required to use those practices, you are in the wrong market. While it might seem worth the risk at the time, short-term achievement can have a long-term consequence for your career.**